

INTERNET
FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
8-CA-36964

Date Filed
1/9/07

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer JOHNSON CONTROLS INC	b. Number of Workers Employed APPROX. 500	
c. Address (street, city, State, ZIP, Code) NORTHWOOD, OHIO	d. Employer Representative DEBRA FINN	e. Telephone No. 419 622-4900
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) FACTORY	g. Identify Principal Product or Service SUPPLIER FOR CHRYSLER JEEP	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)		
I, (b) (6), (b) (7)(C) WAS TERMINATED UNFAIRLY FROM JCI NORTHWOOD ON (b) (6), (b) (7)(C)/06. MY TERMINATION WAS (b) (6), (b) (7)(C) AND THE FOLLOWING FACTS CONSTITUTE UNFAIR LABOR PRACTICES:		
1: I COMPLAINED THAT THE CONTRACT WAS BREACHED BACK IN (b) (6), (b) (7)(C) WHEN EMPLOYEES WERE ALLOWED TO TRANSFER FROM THE SEATS DEPARTMENT TO THE IP DEPARTMENT. THEY WERE CLEARLY TOLD THAT THEY HAD 1 DAY TO CHANGE THEIR MINDS. OTHERWISE STAY IN IP FOR 6 MONTHS. THE EMPLOYEES WERE ALLOWED TO COME BACK AFTER BEING ON THE IP LINE FOR ALMOST 2 WEEKS.		
2: I ASKED FOR UNION REPRESENTATION ON 2 OCCASIONS WHEN MEETING WITH SUPERVISION AND HR, BUT WAS DENIED.		
3: (b) (6), (b) (7)(C) EMPLOYEES RECEIVED 3 OR MORE WEEKS OF TRAINING. I, (b) (6), (b) (7)(C) WAS NOT GIVEN THIS OPTION.		
4: I HAD SOME SAFETY CONCERNS THAT I SUBMITTED TO THE SAFETY DEPARTMENT. HOWEVER THOSE CONCERNS WERE IGNORED.		
5: THE UNION CHAIRMAN FROM UAW LOCAL 12 WAS NOT PERMITTED TO ASSIST ME OR FILE A GRIEVANCE ON MY BEHALF.		
6: (b) (6), (b) (7)(C) EMPLOYEE WITH THE SAME HIRE DATE AS ME WAS OFF FROM WORK FOR A EXTENDED AMOUT OF TIME AND WAS IN TRAINING FOR 5 WEEKS.		
7: MY TRAINING WAS INTERRUPTED ON NUMEROUS OCCASSIONS BECAUSE MY SUPERVISORS SENT ME BACK TO THE SEATS DEPARTMENT TO ASSIST DUE TO STAFFING CONCERNS AND PRODUCTION PROBLEMS. THIS ALSO BREACHED THE CONTRACT. FOR I WAS TOLD BY THE HR DEPARTMENT THAT ONCE I CAME OVER TO IP, I COULD NEVER WORK IN THE SEATS DEPARTMENT BECAUSE OF THE CONTRACT.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of every union charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, State, and ZIP Code)		4b. Telephone No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)		
UAW LOCAL 12		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C)		
(Title, if any)		
Fax No. (b) (6), (b) (7)(C)		
JAN 08 2007		
Address (b) (6), (b) (7)(C)		
(Telephone No.)		
Date		

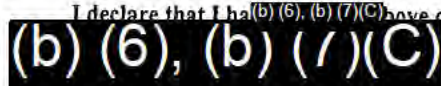
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37073	Date Filed 3/13/07

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Delco Works	b. Number of workers employed Approx. 125	
c. Address (street, city, state, ZIP code) 340 Fox-Shannon Place, St. Clairsville, Ohio 43950	d. Employer Representative Anne Haning	e. Telephone No. 740-695-0500
f. Type of Establishment (factory, mine, wholesaler, etc.) Social Service Agency	g. Identify principal product or service Social Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2007, it suspended and then terminated its employee (b) (6), (b) (7)(C) because (b) (6) engaged in concerted activity protected by Section 7 of the Act.</p> <div style="text-align: right; margin-right: 100px;"> RECEIVED NLRB REGION 8 2007 MAR 13 A 9:38 CLEVELAND, OHIO </div>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Cell (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I am (b) (6), (b) (7)(C) have charge and that the statements are true to the best of my knowledge and belief.		
By  (signature of representative or person making charge, (b) (6), (b) (7)(C))	An Individual (title if any)	
Address Same	Same (Telephone No.)	X 3/6/07 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37125	Date filed 4-6-07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer: Great Lakes Direct/Minute Man Staffing, Joint Employer		b. Number of workers employed Great Lakes Direct: approx. 100 Minute Man: approx. 50
c. Address (street, city, state, ZIP code) Great Lakes Direct: 33625 Pin Oak Parkway, Avon Lake, OH 44012 Minute Man: 144 Middle Ave. Elyria Ohio 44035	d. Employer Representative Great Lakes Direct: Steve Minute Man: Tom	e. Telephone No. Great Lakes Direct: ? Minute Man: 440-322-1007
f. Type of Establishment (factory, mine, wholesaler, etc.) Great Lakes Direct: printing industry Minute Man:	g. Identify principal product or service Great Lakes Direct: mailing, databases, distribution, and maintenance of materials	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C), 2007, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Specifically, since on or about (b) (6), (b) (7)(C) 2007, Great Lakes Direct/Minute Man, Joint Employer terminated the employment of (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
<p>(b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief (b) (6), (b) (7)(C)</p> <p>By (b) (6), (b) (7)(C) Individual (b) (6), (b) (7)(C) (title if any)</p> <p>Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Telephone No.) (date) 4/4/2007</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37156	Date Filed 4/25/07

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer G&C FOUNDRY		b. Number of workers employed 80
c. Address (street, city, state, ZIP code) 2806 W. Monroe St. Sandusky, Ohio 44870	d. Employer Representative Neil Poffenberger	e. Telephone No. 419-625-5125
f. Type of Establishment (factory, mine, wholesaler, etc.) IRON FOUNDRY	g. Identify principal product or service IRON PUMPS	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) **DISCRIMINATION, UNFAIR SUSPENSION, TERMINATION** of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was unfairly released from my job because my Plant Manager decided to take me away from my job and department because of the violations of the contract and the grievances filed. I have previously in the past years tried to transfer to that position, but it was always given to (b) (6), (b) (7)(C). Now after years and no opening he told me I was going to do that job. Under the contract Article XVI Section 6 I have the right by seniority to refuse a undesirable job that I am not qualified to do. I have worked for G&C FOUNDRY for (b) (6), (b) (7)(C) years.

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By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITED ELECTRICAL RADIO AND MACHINE WORKERS OF AMERICA U.E. LOCAL 714

6. DECLARATION

I declare that the statements made by me are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(any)

4-23-07

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-37185	5/14/07

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer G&C FOUNDRY		b. Number of workers employed 80
c. Address (street, city, state, ZIP code) 2806 West Monroe St. Sandusky, Ohio 44870	d. Employer Representative Neil Poffenberger	e. Telephone No. 419-625-5125
f. Type of Establishment (factory, mine, wholesaler, etc.) IRON FOUNDRY	g. Identify principal product or service IRON PUMPS	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>Discrimination, Unjust Termination</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was unjustly Terminated a week after being sent home by (b) (6), (b) (7)(C) under a Contract Violation. (Article XVI Section 6). Also a violation of the No Fault Attendance Policy. And discriminated against under the Civil Rights Act.

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CLEVELAND, OH

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITED ELECTRICAL RAIDO AND MACHINE WORKERS OF AMERICA U.E. LOCAL 714

6. DECLARATION

(b) (6), (b) (7)(C) I declare and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 4-30-07
(Telephone No.) (date)

INTERNET
FORM NLRB-501
(11-94)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37191	Date Filed 5/17/07

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Toledo Molding & Die, Inc. (Phillips Assembly)		b. Number of Workers Employed
c. Address (street, city, State, ZIP, Code) 300 Phillips Avenue Toledo, OH 43612	d. Employer Representative Donald L. Harbaugh	e. Telephone No. 419-470-3974 Fax No. 419-470-3976
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify Principal Product or Service Automobile Parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about but not limited to May 15, 2007, the Company by the action of its agent (b) (6), (b) (7)(C) did attempt to intimidate and coerce members of the union bargaining committee and others in violation of the Act.

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REGION 8
2007 MAY 17 A 9:52
LEVELAND, OHIO

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Union, United Automobile, Aerospace, Agricultural Implement Workers of America, UAW

4a. Address (street and number, city, State, and ZIP Code) 1691 Woodlands Drive, Maumee, OH 43537	4b. Telephone No. 419-893-4677 Fax No. 419-893-4073
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Union, United Automobile, Aerospace, Agricultural Implement Workers of America, UAW

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Joseph Rioux, International Rep
(Signature of representative or person making charge) (Title, if any)

Address 1691 Woodlands Drive, Maumee, OH 43537
Fax No. 419-893-4073 Date May 17, 2007
(Telephone No.)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37247	Date Filed 6-20-07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Yellow Freight	b. Number of workers employed	
c. Address (street, city, state, ZIP code) 2977 Brecksville Road Richfield, OH 44286	d. Employer Representative Mr. Ed Sharp	e. Telephone No. 1-800-223-9312-1
f. Type of Establishment (factory, mine, wholesaler, etc.) terminal	g. Identify principal product or service delivery	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (b) (6), (b) (7)(C) and concise statement of the facts constituting the alleged unfair labor practices) Since on or about 2007, it through its officers, agents, and representatives (b) (6), (b) (7)(C) has interfered with, restrained and coerced and is interfering with, restraining and coercing driver (b) (6), (b) (7)(C) by attempting to discharge (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted complaint to corporate management resulting in the demotion of foreman (b) (6), (b) (7)(C) The company (Yellow Freight) is trying and giving FALSE information on charges that do not exist!! nothing is on paper. For charges that do not exist!! Harris met is a [redacted] signed → (b) (6), (b) (7)(C) By the above and other acts, the above-named employer has interfered with guaranteed in Section 7 of the Act (b) (6), (b) (7)(C) 3. Full name of party filing charge (if labor organization, give full name, if (b) (6), (b) (7)(C) 4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) 4b. Telephone No. (b) (6), (b) (7)(C) 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) Individual (b) (6), (b) (7)(C) (signature of representative) (title if any) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (date) 6/18/07		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

WB

(b) (6), (b) (7)(C)

I will send more evidence and facts and

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37280	Date Filed 7-2-07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Metal Fabricating Corp.		b. Number of workers employed	
c. Address (street, city, state, ZIP code) 10408 Berea Rd. Cleveland, OH 44102		d. Employer Representative Gary James	e. Telephone No. 216-631-2480
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory		g. Identify principal product or service Metal Parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>On or about (b) (6), (b) (7)(C) 2007, the Employer, by its officers, agents and representatives, terminated the employment of its employee, (b) (6), (b) (7)(C), because of (b) (6), (b) (7)(C) union and / or protected concerted activity.</p> <p>By the acts set forth in the paragraphs above and by other acts and conduct, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C), city, state and ZIP code		4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)			
6. DECLARATION			
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Title Individual	
Signature of representative or person making charge		Date July 2, 2007	
Address (b) (6), (b) (7)(C)		Telephone No. (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37304	Date Filed 7-13-07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Ohio Bulk Transfer Co.	b. Number of workers employed Approx. 30	
c. Address (street, city, state, ZIP code) 3203 Harvard Avenue, Newburgh Heights, Ohio 44105	d. Employer Representative Steven Rizzo	e. Telephone No. 216-883-7200
f. Type of Establishment (factory, mine, wholesaler, etc.) Trucking Company	g. Identify principal product or service Trucking Company	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about February 1, 2007, and at all times thereafter, it, by its officers, agents, and representatives, has refused to bargain collectively with Teamsters Local 436, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment, by refusing to implement the collective bargaining agreement, including, but not limited to wage increases, withholding contributions to the welfare fund and pension fund, failing to notify the Union of any employees who are hired, and has continued to employ employees who have neither become members in good standing nor paid fair share fees, and it has refused to process and has thereby repudiated the grievance procedures of the collective bargaining agreement, all actions which are in violation of the collective bargaining agreement.</p> <p>Since on or about March 1, 2007, the Employer has communicated to employees that it would fulfill its duties under the collective bargaining agreement only to those employees who complained, provided it be given a list of any complaining employees, in an attempt to threaten employees because they engaged in concerted activities for the purpose of collective bargaining and other mutual aid and protection and to discourage said concerted activities and membership in the Union, and the Employer, by its actions, has interfered with and restrained employees in the exercise of their Section 7 rights.</p> <p>Since on or about July 11, 2007 the Employer communicated to employees by letter posted in a locked bulletin board that it has spent \$50,000.00 defending legal actions and ULP charges filed by Local 436 and "I hope your children and grandchildren get raped and rot in hell. Go Union. Sincerely. (b) (6), (b) (7)(C) This posting is intended to incite violence and an effort to discourage concerted activities and membership in the Union by intimidation, by its actions, the Employer has restrained employees in the exercise of their Section 7 rights</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
Teamsters Local Union No. 436		
4a. Address (street and number, city, state, and ZIP code)	4b. Telephone No.	
6051 Carey Drive, Valley View, Ohio 44125	216-328-1833	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
International Brotherhood of Teamsters		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>John Masters</u> (signature of representative or person making charge) John Masters		Attorney (title if any)
Address One Independence Place, Suite 260, 4807 Rockside Road, Independence, Ohio 44131		216-867-0246 (Telephone No.)
		July 13, 2007 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37378	Date Filed 9-6-07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Delaware North Sports Service	b. Number of workers employed Approx. 150	
c. Address (street, city, state, ZIP code) 2401 Ontario St., Cleveland, Ohio 44115	d. Employer Representative Jennifer Rhodes	e. Telephone No. (216) 420-4200
f. Type of Establishment (factory, mine, wholesaler, etc.) Stadium staffing service	g. Identify principal product or service Bartender, wait staff service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2007, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Delaware North Sports Service, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act. Specifically, the Employer terminated (b) (6), (b) (7)(C), an employee, in retaliation for engaging in protected concerted activities and, at all times since, has refused to rehire (b) (6), (b) (7)(C).</p> <p>RECEIVED NLRB REGIONAL 2007 SEP -6 A 9:30 CLEVELAND, OHIO</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) (b) (6), (b) (7)(C)		
6. DECLARATION I declare that the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) <u>An Individual</u> (title if any) Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Telephone No.) (date) 8/28/07		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37379	Date Filed 9/7/07

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Columbia Gas of Ohio		b. Number of Workers Employed 103
c. Address (street, city, State, ZIP, Code) 155 West Main Street, Norwalk, Ohio 44857	d. Employer Representative Timothy F. Frericks, HR Manager	e. Telephone No. 419-252-8127 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Public Utility	g. Identify Principal Product or Service Natural Gas	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) 8(a)(1), 8(a)(3), 8(a)(4) and 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

See attached Statement of Charge.

RECEIVED
NLRB
REGION 8
2007 SEP -7 A 9:15
CLEVELAND, OHIO

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Utility Workers of America, Local Union No. 349	
4a. Address (street and number, city, State, and ZIP Code) 4652 Lewis Avenue, Toledo, Ohio 43612	4b. Telephone No. 419-269-1252 Fax No. 419-535-7732 (c/o counsel)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization) Utility Workers of America, AFL-CIO	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(Signature of representative or person making charge)

Address Kalniz, Iorio & Feldstein Co., LPA, 5550 W. Central Avenue

Attorney for Union

(Title, if any)
Fax No. 419-535-7732 (c/o coun
419-537-4825
(Telephone No.)

September 5, 2007
Date

STATEMENT OF CHARGE

[Violations of Sections 8(a)(1), 8(a)(3), 8(a)(4) and 8(a)(5)]

The Charging Party Utility Workers Union of America, Local Union No. 349 ("Union"), and the Charged Party Columbia Gas of Ohio, Inc., ("Company"), are signatory to a collective bargaining agreement. Within the six (6) month statutory time period preceding the date of the filing of this charge, and specifically, since or about June 1, 2007, the Company has interfered with, restrained and coerced employees in the exercise of rights guaranteed by the Act, has failed and refused to bargain in good faith, has discriminated and retaliated against employees for the exercise of rights secured by the Act, and has discriminated and retaliated against employees in retaliation for having filed charges and given testimony under Sections 7 and 8 of the Act (29 U.S.C. §§157 and 158).

On or about June 20, 2007, the Union filed Case No. 8-CA-37248, alleging unilateral changes in terms and conditions of employment by the Company. On or about August 2, 2007, the Union filed a second unfair labor practice charge (Charge No. 8-CA-37331) regarding, *inter alia*, the Company's persistent and continuing pattern of failing to process grievances, its use of contractors in violation of the contract and without bargaining, its failure to respond to information demands, its threat to subcontract work out in retaliation for complaints about employee safety, and its unilateral implementation of working conditions which it had lost the right to implement at the bargaining table. Subsequent to the filing of the August 2, 2007 unfair labor practice charge, the Company, by and through its agents, stated to Union leaders on two occasions that the Company had planned to post new bargaining unit positions (which would have been the first new hires into the bargaining unit in over ten (10) years), but that the Company had abandoned the hiring plans due to the multiple unfair labor practice charges that the Union had filed. The Company's agent also stated that the Company could not discuss or resolve issues with the Union due to the Union's charges, complaints, and "negativity".

By the above and other acts within the statutory time period, the Company has interfered with, restrained and coerced employees in the exercise of rights guaranteed by Section 7 of the Act. The Charging Party Union respectfully requests that the Board conduct an investigation of the above matters and issue a complaint seeking all relief necessary to make the Union whole.

RECEIVED
NLRB
REGION 8
2007 SEP -7 A 9:15
CLEVELAND, OHIO

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 8-CA-37396	Date Filed 9/17/07
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INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Amweld Building Products, a division of Ark II. Manufacturing, LLC		b. Number of workers employed 102
c. Address (street, city, state, ZIP code) 1500 Amweld Drive Garretttsville, OH 44231	d. Employer Representative Ms. Lauren Hesson	e. Telephone No. 330-527-4385
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service building products	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about July 24, 2007, and at all times thereafter, it, by its officers, agents and representatives, has refused to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment, by refusing to provide said labor organization with subcontracting information which is relevant to its performance as bargaining agent.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union		
4a. Address (street and number, city, state, and ZIP code) 4069 Bradley Circle NW Canton, OH 44718		4b. Telephone No. 330-483-7721
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>Bill Conner</u> (signature of representative or person making charge) /s/ Mr. Bill Conner		Staff Representative (title if any)
Address 4069 Bradley Circle, NW Canton, OH 44718		330-493-7721 (Telephone No.)
		September 17, 2007 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-37405	9/20/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Gerstenslager Company, a Subsidiary of Worthington Industries	b. Number of workers employed 400
c. Address (street, city, state, ZIP code) 1425 E. Bowman Street Wooster, OH 44691	d. Employer Representative Mr. Jeff Braun, HR Mgr
e. Telephone No. 330-262-2015	f. Type of Establishment (factory, mine, wholesaler, etc.) Factory
g. Identify principal product or service Stamped steel automotive parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) By (b) (6), (b) (7)(C) refusal to grant an employee's request for Union representation, since on or about August 9, 2007, and continuing, the above-named Employer, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining and coercing employees in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.	
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, and its Local Union No. 1-801	
4a. Address (street and number, city, state, and ZIP code) 4069 Bradley Circle NW Canton, OH 44718	4b. Telephone No. 330-493-7721
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By X Robert Andrews (signature of representative or person making charge) ROBERT ANDREWS Staff Representative (title if any) Address 4069 Bradley Circle NW Canton, OH 44718 330-493-7721 (Telephone No.) September 19, 2007 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

INTERNET
FORM NLRB-501
(9-07)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

8-CA-37420

Date Filed

9/26/07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Intier TechCraft		b. Number of workers employed 95	
c. Address (Street, city, state, and ZIP code) 21848 Commerce Parkway, Suite 500 Strongsville, OH 44149		d. Employer Representative Carla Barnes	
f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturing		e. Telephone No. 440/846-5680 Fax No.	
g. Identify principal product or service Econoline Seats			
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>8 (a) (5)</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about 9/24/2007, and all times thereafter, it, by its officers, agents and representatives, has refused to bargaining collectively with UAW and its Local Union 70, a labor organization chosen by a majority of its employees in an appropriate Unit, for the purpose of collective bargaining in respect to rates of pay, hours of employment, and other terms and conditions of employment, by unilaterally placing video cameras inside of the workplace, engaging in conduct designed to undermine the status of said organization as bargaining agent.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Nick Parente, International Representative, Region 2B, UAW			
4a. Address (Street and number, city, state, and ZIP code) 5000 Rockside Road, Suite 300, Cleveland, OH 44131		4b. Telephone No. 216/447-6080 Fax No. 216/447-1719	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Union, United Automobile, Aerospace & Agricultural Implement Workers of America, UAW			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>Nick Parente</u> (signature of representative or person making charge) Nick Parente, Int'l. Representative (Print/type name and title or office, if any) Region 2B, UAW (fax) 216/447-1719 Address 5000 Rockside Road, Suite 300, Cleveland, OH 44131 216/447-6080 9/26/2007 (Telephone No.) (date)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-37428	10/1/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer	b. Number of workers employed	
Delaware North Sports Service	Approx. 150	
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
2401 Ontario Street, Cleveland, Ohio 44115	Jennifer Rhodes	(216) 420-4200
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Stadium Staffing Service	Bartender, Wait Staff Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2007, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Delaware North Sports Service, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act. Specifically, the Employer terminated (b) (6), (b) (7)(C), an employee, in retaliation for engaging in protected concerted activities and, at all times since, has refused to rehire (b) (6), (b) (7)(C).</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code)	4b. Telephone No.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that the above charge and that the statements are true to the best of my knowledge and belief.		
By	(b) (6), (b) (7)(C)	An Individual (title if any)
Address	(b) (6), (b) (7)(C)	(date) 9/26/07
(b) (6), (b) (7)(C)	(Telephone No.)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

8-CA-37448

10/9/07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Printing Concepts, Inc		b. Number of workers employed 40
c. Address (Street, city, state, and ZIP code) 4346 Hudson Drive Stow, Ohio 44224	d. Employer Representative Ronald Taggart	e. Telephone No. 18002951234 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Printing	g. Identify principal product or service Printed Products	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHED STATEMENT

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

DECLARATION

I declare that the statements are true to the best of my knowledge.

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

10-5-07

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(date)

RECEIVED
STATEMENT

I became employed with Printing Concepts on June 25th of 2007,

I was hired to operate (b) (6), (b) (7)(C) at a rate of \$16.85 per hour. After 60 days of employment my probationary period ended, I was merited a raise of .35 cents. In which brought my wage to \$17.10 Per hour. Furthermore my work performance was very good, as well as being punctual. Not exactly sure, but the company Printing Concepts, Inc held a picnic for it's employees In August of this year. I attended with my (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C). During the picnic a (b) (6), (b) (7)(C) employee named (b) (6), (b) (7)(C) sent another (b) (6), (b) (7)(C) employee (b) (6), (b) (7)(C) to see If I wanted to examine pictures of (b) (6), (b) (7)(C) motorcycle. I proceeded over to the van In which In the presence was a total of 3 people to be exact. As I was there the other employee (b) (6), (b) (7)(C) completely removed (b) (6), (b) (7)(C) pants to (b) (6), (b) (7)(C) ankles, basically naked, I turned and walked away, and the one (b) (6), (b) (7)(C) employee (b) (6), (b) (7)(C) said thank you, and so did (b) (6), (b) (7)(C). I said "Thank you for what" (b) (6), (b) (7)(C) said thank you for making (b) (6), (b) (7)(C) are (b) (6), (b) (7)(C) jealous, I said meaning what? (b) (6), (b) (7)(C) told me that they are seeing each other. I walked away and proceeded to leave the picnic. I returned back to work the following Monday and I noticed a pattern In (b) (6), (b) (7)(C) coming by me while I was working In the (b) (6), (b) (7)(C). This started to be an everyday occurrence. I went to my Production Manager, and respectfully reported It, and I also reported It to my (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), after explaining this story to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) had all parties In (b) (6), (b) (7)(C) office, and ask that (b) (6), (b) (7)(C) stay out of the (b) (6), (b) (7)(C) In the future. after that meeting (b) (6), (b) (7)(C) approached me and said quote "Listen If you want to work here, you better like me, or you meaning me wont last here very long. After that Incident, at one particular morning I was punching out of work and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) called me a quote Fucking Trader. 2 weeks prior to my date of termination, I was In the (b) (6), (b) (7)(C) working on the press, and I was confronted by (b) (6), (b) (7)(C). In the (b) (6), (b) (7)(C) demanded I get down of the (b) (6), (b) (7)(C) so (b) (6), (b) (7)(C) could tell me something. (b) (6), (b) (7)(C) told me quote (b) (6), (b) (7)(C) and me are back together, and I like you, but If you don't like me, I will have (b) (6), (b) (7)(C) fire you!!! Meaning me... (b) (6), (b) (7)(C) also goes on to say that (b) (6), (b) (7)(C) Is good friends with (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) of (b) (6), (b) (7)(C). I told (b) (6), (b) (7)(C) to leave me alone. I went to my Boss and reported this problem, and I reported It to my (b) (6), (b) (7)(C) Supervisor (b) (6), (b) (7)(C). After the picnic, my Production Manager failed to communicate with me regarding work related Issues, I left (b) (6), (b) (7)(C) several communications In a form of a phone call and email, and even written communications. Furthermore to add, there was jobs that needed a judgment call on, and (b) (6), (b) (7)(C) failed to call me. On (b) (6), (b) (7)(C) of 2007 I was left a letter from (b) (6), (b) (7)(C) asking me to see (b) (6), (b) (7)(C) after my shift, I wrote (b) (6), (b) (7)(C) back and explained I could not wait till 8am to see (b) (6), (b) (7)(C) because I had to see (b) (6), (b) (7)(C) and see (b) (6), (b) (7)(C) In the hospital. (b) (6), (b) (7)(C) then asked me to see (b) (6), (b) (7)(C) at 4:00pm on that same day, when I arrived we walked south to the back of the building, and we sat down while (b) (6), (b) (7)(C) was working on (b) (6), (b) (7)(C) car, and I

was told that (b) (6), (b) (7)(C) Is letting me go... I asked for a reason why, (b) (6), (b) (7)(C) offered no explanation In this matter. Furthermore I asked to speak to my Production Manager, and CEO in this regard, ad I was told to leave. Finally on (b) (6), (b) (7)(C) of 2007 I received a call from (b) (6), (b) (7)(C) and I was told (b) (6), (b) (7)(C) fired me for poor work quality (Flooding (b) (6), (b) (7)(C) 2 weeks prior to my termination from work, It was brought to my attention just (b) (6), (b) (7)(C) /2007. I explained the whole situation again to (b) (6), (b) (7)(C) that what transpired from the time of the picnic, and Incidents in the (b) (6), (b) (7)(C) Furthermore (b) (6), (b) (7)(C) called me on numerous occasions telling me (b) (6), (b) (7)(C) was going to only pay me Min Wage by Federal Law, That (b) (6), (b) (7)(C) had a Federal right to do so. I will however attach every communication from Printing Concepts, Inc along with this statement of account. I will supply any additional Information, if it should come to mind that may be relevant to this matter. If my wages are reduced to Min Wage, I will send you a copy of my past pay stubs to the current.

Sincerely (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-37455	10/10/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer AKAL Security	b. Number of workers employed 3000
c. Address (street, city, state, ZIP code) 801 West Superior, Cleveland, Ohio 44113	d. Employer Representative GARY JAMES
e. Telephone No. 216-664-1110	f. Type of Establishment (factory, mine, wholesaler, etc.) court security provider
g. Identify principal product or service security	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
<p>Since on or about August 3, 2007, it, through its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of AKAL Security, in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Since on or about August 3, 2007, and at all times thereafter, it, by its officers, agents and representatives, has refused to bargain collectively with United Guard Services of America, Local 56, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment. Specifically, the Employer has refused and continues to refuse to provide the Union with requested information relevant to the processing of a grievance</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
United Guard Services of America, Local 56	
4a. Address (street and number, city, state, and ZIP code)	4b. Telephone No.
32775 Boulder Drive, North Ridgeville, Ohio 44039	(440) 759-9519
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
United Guard Services of America	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By <u>Richard Faragher</u> (signature of representative or person making charge) /s/ Richard Faragher	Local President (title if any)
Address 32775 Boulder Drive, North Ridgeville, Ohio 44039	(440) 759-9519 (Telephone No.)
(date) 10/5/07	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

8-CA-37456

10/10/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Gibraltar Strip Steel

b. Number of workers employed

approx. 30

c. Address (street, city, state, ZIP code)

4310 E. 49th Street, Cuyahoga Heights, OH 44125

d. Employer Representative

Sam Purarani

e. Telephone No.

216-441-8300

f. Type of Establishment (factory, mine, wholesaler, etc.)

steel mill

g. Identify principal product or service

steel

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since in or around July 2007, the above-named Employer, by its officers, agents and representatives, has threatened, coerced, and retaliated against (b) (6), (b) (7)(C) because of membership and activities in behalf of the United Autoworkers of America, a labor organization, and at all times since such date it has refused and does now refuse the above-named employee.

Specifically, since in or around July 2007 (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) has intimidated, coerced, and retaliated against (b) (6), (b) (7)(C) because of activities on behalf of the Union.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Individual

(Signature of representative of person making charge)

(b) (6), (b) (7)(C)

(title if any)

See above
(Telephone No.)

Address see above

(date)

X 10-8-07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Original

INTERNET
FORM NLRB-501
(9-07)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 46 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
8-CA-37478

Date Filed
10-18-07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

b. Number of workers employed

EOPA/Toledo Lucas County Head Start 260

c. Address (Street, city, state, and ZIP code)

3d. Employer Representative

e. Telephone No.

525 Hamilton 43604

04191255-1145
Fax No. _____

1. Type of Establishment (factory, mine, wholesaler, etc.)

g. Identify principal product or service

1

Preschool Program | Preschool Teacher

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) Wrongful Discharge of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices),

Freight Employees were terminated on 12/8

(b) (6), (b) (7)(C) 2006. One employee was returned. They showed favoritism to this employee. The other seven were wrongfully terminated. The employees' names were

(b) (6), (b) (7)(C) On September 26, 2001, [redacted] Board of Review wrote me a letter stating I was with the National Labor Relations Board. I had no knowledge of this.

(b) (6), (b) (7)(C) of party file (b) (6), (b) (7)(C) organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By **(b) (6), (b) (7)(C)** I charge and that the statements are true to the best of **(b) (6), (b) (7)(C)**
(Print/type name and title or office, if any)

(b) (6), (b) (7)(C) **(b) (6), (b) (7)(C)** 10/16/07
Address Telephone No. (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-37484	10/23/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer International Metal Hose	b. Number of workers employed 70	
c. Address (street, city, state, ZIP code) 520 Goodrich Road, Bellevue, Ohio 44811	d. Employer Representative Rosemary Snyder	e. Telephone No. (419)483-7690
f. Type of Establishment (factory, mine, wholesaler, etc.) X factory	g. Identify principal product or service X Conduit	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C) , 2007 and continuously thereafter the Employer by its agents and/or representatives has violated the Act when it issued discipline to (b) (6), (b) (7)(C) without just cause in violation of the contract.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (7)(C) <u>An Individual</u> (title if any) Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Telephone No.) (date) X 10-15-07		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

DB/jp

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37486	Date Filed 10/23/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Beverage Distributors		b. Number of workers employed 100
c. Address (street, city, state, ZIP code) 3800 King Ave., Cleveland, OH 44114	d. Employer Representative Mark Brown	e. Telephone No. 216-431-1600
f. Type of Establishment (factory, mine, wholesaler, etc.) warehouse	g. Identify principal product or service beer	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act and within the meaning of the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2007, the Employer, by its officers, agents and representatives, terminated (b) (6), (b) (7)(C), an employee, in retaliation for (b) (6), membership and activities in behalf of Teamsters Local Union No. 293, a labor organization, and at all times since such date it has refused and does now refuse to employ the above-named employee.</p> <p style="text-align: right;">RECEIVED NLRB REGION 8 2007 OCT 23 A CLEVELAND, OH</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C)		
Sign (b) (6), (b) (7)(C) representative of person making charge /s/ (b) (6), (b) (7)(C)		Title: An Individual
Address Same as above		Telephone No. (b) (6), (b) (7)(C)
		Date 10-23-07

TN/tr

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-88)

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

8-CA-37495

Date Filed

11/1/07

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Kennametal, Inc.		b. Number of workers employed 350
c. Address (street, city, state, ZIP code) 180 Penniman Rd. Orwell, Ohio 44076	d. Employer Representative Russ Tucholski Plant Manager	e. Telephone No. 440-437-4289
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Manufacturer of carbide inserts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about October 10, 2007, through its officers, agents, and representatives, has interfered with, restrained, and coerced; and is interfering with, restraining, and coercing employees of Kennametal in the exercise of their rights to self organization to form, join, or assist labor organizations to bargain collectively through representatives of their own choosing, and to engage in their concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.

On or about (b) (6), (b) (7)(C) 2007, it, by its officers, agents, and representatives, discriminated against (b) (6), (b) (7)(C) by issuing (b) (6), (b) (7)(C) day suspension because of (b) (6), (b) (7)(C) activities in behalf of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW, Region 2-B, a labor organization.

More specifically, the employer engaged in the following acts:

1. Threatened employees with plant closure;
2. Threatened workers with suspension of future investments;
3. Threatened workers with loss of job;
4. Interrogated employees.

By the acts set forth in the paragraphs above and by other acts and conduct, it by its officers, agents, and representatives has interfered with, restrained and coerced; and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of said Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW Region 2-B.

4a. Address (street and number, city, state, and ZIP code)

5000 Rockside Rd, #300, Cleveland OH 44131-2174

4b. Telephone No.

FAX 216/447-1719
216/447-6080

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Tom Zmrzcek

Organizing Representative

(title if any)

Address

5000 Rockside Rd, #300, Cleveland OH 44131-2174

216/447-6080

(Telephone No.)

11/01/07

(date)

TZ:mtk/opciu494aficio

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-37512	11/19/07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Leasco, Inc.		b. Number of workers employed Approx. 30
c. Address (street, city, state, ZIP code) 18417 State Route 7 Marietta, OH 45750	d. Employer Representative Guy Williams	e. Telephone No. 740-373-3292
f. Type of Establishment (factory, mine, wholesaler, etc.) Rental Company	g. Identify principal product or service rent equipment to businesses	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C), 2007, it by its officers, agents, and representatives, has interfered with, restrained, and coerced, and is interfering with, restraining, and coercing employees of Leasco, Inc., in the exercise of their rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>More specifically, on (b) (6), (b) (7)(C) 2007, the Employer terminated (b) (6), (b) (7)(C), a welder/fabricator, because (b) (6), (b) (7)(C) discussed (b) (6), (b) (7)(C) hourly wage with another employee.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
<p>By <u>(b) (6), (b) (7)(C)</u> and that the statements are true to the best of my knowledge and belief.</p> <p>(signature of representative or person making charge) /s/ (b) (6), (b) (7)(C) An Individual (title if any)</p> <p>Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Telephone No.) (date) /</p>		

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-37528	Date Filed 11-28-07

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Mobile Hyperbaric Centers, LLC		b. Number of workers employed Approx. 60
c. Address (street, city, state, ZIP code) 3700 Kolbe Road Lorain, Ohio 44053	d. Employer Representative Dr. Warren Clayton	e. Telephone No. (440) 960-3633
f. Type of Establishment (factory, mine, wholesaler, etc.) Medical Service	g. Identify principal product or service Hyperbaric Oxygen Chambers	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C), 2007, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) protected concerted activities.</p>		
<p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
(b) (6), (b) (7)(C) I file charge and that the statements are true to the best of my knowledge and belief.		
By (signature or representative of person making charge) /s/ (b) (6), (b) (7)(C)	An Individual (title if any)	
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (Telephone No.)	(date) 11/28/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 8-CA-37530 Date Filed 11/29/07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <u>The Catholic Club</u>		b. Number of workers employed <u>100</u>
c. Address (Street, city, state, and ZIP code) <u>1601 Jefferson Toledo, Oh. 43607</u>	d. Employer Representative <u>—</u>	e. Telephone No. <u>(419) 243-7255</u> Fax No. <u>—</u>
f. Type of Establishment (factory, mine, wholesaler, etc.) <u>Infant/Toddler, Preschool</u>		g. Identify principal product or service <u>Preschool Teacher</u>
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>wrongful Discharge</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was wrongfully discharged on (b) (6), (b) (7)(C) 107. The Catholic Club was out to get me. They was racist when they wanted to move me out of toddlers and put (b) (6), (b) (7)(C) in the spot. They retaliated against me when they knew I was looking for another job. They wanted me to float on job schedule.

(b) (6), (b) (7)(C) Give full name, including local name and number)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

N/A

6. DECLARATION

By (b) (6), (b) (7)(C) charge and that the statements are true to the best of (b) (6), (b) (7)(C)
(Signature of representative of person making charge) (Print type name and title of office, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 11/2/07
(Telephone No.) (date)

FORM NLRB-501

(9-07)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
8-CA-37553	12/14/07

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer The Catholic Club		b. Number of workers employed 100
c. Address (street, city, state, ZIP code) 1601 Jefferson Toledo, OH 43604	d. Employer Representative Barb Walinski	e. Telephone No. 419-243-7255 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Child Care/Pre-School	g. Identify principal product or service Child Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C), 2007, the above-named Employer discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities, including (b) (6), (b) (7)(C) concerted complaints regarding safety, health and other workplace issues.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) (b) (6), (b) (7)(C)		
6. DECLARATION		
<p>By <input checked="" type="checkbox"/> (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief. (signature of representative or person making charge) (b) (6), (b) (7)(C) (fax)</p> <p style="text-align: right;">An Individual (Print/type name and title or office, if any)</p> <p style="text-align: right;">December 9, 2007 (date)</p>		
Address (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) (Telephone No.)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigations. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.